



## IOWA

Iowa Department of Education  
Grimes State Office Building  
400 East 14th Street  
Des Moines, IA 50319-0146  
(515) 281-3399  
Website: [www.iowa.gov/educate/](http://www.iowa.gov/educate/)

### Program Overview

In June 2006, Iowa Governor Tom Vilsack line-item-vetoed several sections of a proposed pay-for-performance bill, including a provision that proposed to base teacher pay solely on student achievement test scores and a provision that prohibited rewards to teachers whose students failed to reach a set level of performance, rather than basing rewards on student gains. The governor then appointed the Institute for Tomorrow's Workforce to lead a study of pay-for-performance options for the state.

As a result of the study, the Iowa legislature appropriated \$1 million in 2007 to fund pay-for-performance and career-ladder pilot programs for up to 10 districts in the state. The goal of the pilot is to study pay-for-performance and career-ladder programs and share best practices with other districts interested in alternative compensation. The Student Achievement and Educator Quality Program funded the programs.

The Department of Education received fewer applications than expected and allocated \$171,000 of the \$1 million previously appropriated. Two school districts are participating in a pay-for-performance pilot: Mount Pleasant School District and MOC–Floyd Valley School District. Cedar Rapids School District is implementing a career-ladder pilot. The districts will enter into a one-year planning phase during the 2007–08 school year. Districts that successfully establish a differentiated compensation program and acquire the necessary stakeholder buy-in can apply for additional funding as a two-year implementation pilot. There are no plans to allow additional districts to apply for the program.

### Program Information

- [Pay-for-Performance and Career Ladder Pilot Grants](#)
- [Iowa Pay-for-Performance and Career Ladder Pilot Overview](#)



### Select Articles and Reports

- Iowa Pay for Performance Commission. (2007). [Final Report: Study of Pay-for-Performance Systems and Recommendations for Pilot Implementation.](#)
- Institute for Tomorrow's Workforce. (2006). [Creating a 21st Century Policy Framework for Teacher Compensation in Iowa.](#)
- *Quad-City Times*. (October 17, 2007). [Only 2 Iowa Districts Apply for Study of Performance-Based Teacher Pay.](#)
- *Radio Iowa*. (October 17, 2007). [State Awards Grants for Studying New Teacher Pay Plans.](#)